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ABSTRACT

The tables in this report were prepared from data submitted by the 24 Maryland public school systems in the fall of 1998. Salaries include annual pay for 10-, 11-, and 12-month full-time and part-time employees in the positions listed. All data reported reflect the conversion of part-time employees to full-time equivalents. The average (mean) salaries are computed by dividing the sum of the individuals' salaries by the sum of the full-time equivalent positions. The position types used in this report are based on definitions included in the Instructions for the Annual Staff Reporting, Maryland Public Schools, April 1997. Directors, coordinators, and supervisors include people in charge of instructional and noninstructional salaries. Some of the results show that: the average Maryland principal salary increased approximately 3.5 percent, from $72,057 in 1997-98 to $74,605 in 1998-99; the average Maryland teacher salary increased approximately 2.7 percent, from $41,404 in 1997-98 to $42,545 in 1998-99; the average salary for teachers increased in all six geographical regions of the state; and the highest average salary increases occurred for superintendents; associate, area, and assistant superintendents; and pupil personnel/school social workers. (SM)

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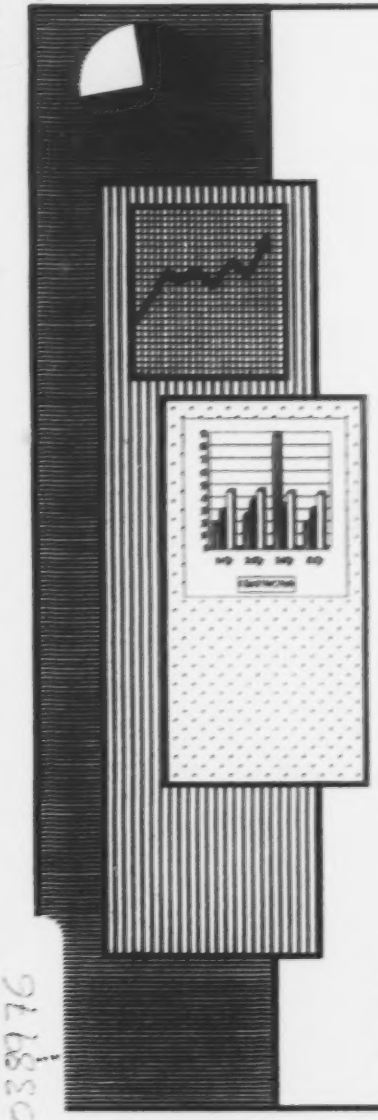

Analysis of Professional Salaries
Maryland Public Schools
October 1998

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Analysis of Professional Salaries
Maryland Public Schools
October 1998

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Introduction

The tables in this report were prepared from the data submitted by the 24 Maryland public school systems in the fall of 1998. Salaries include annual pay for 10, 11, and 12 month full-time and part-time employees in the positions shown. All data reported reflect the conversion of part-time employees to full-time equivalents.

Calculations

The average (mean) salaries are computed by dividing the sum of the individuals' salaries by the sum of the full-time-equivalent positions. The value of the means may be distorted by extremely high or low salaries in the distribution and so may not provide an accurate estimate of population averages. Therefore, medians (middle values) are also provided as estimates of typical salaries. The median represents the salary that divides the group in half. The first and third quartiles are provided as an estimation of the distribution of salaries across groups. Quartiles represent a division point similar to the median. The first quartile indicates the salary below which twenty-five percent of salaries fall while the third quartile represents the point above which twenty-five percent of salaries fall. Inspection of Table 1, page 8, reveals that twenty-five percent of teachers in Maryland are paid $31,869 or less while twenty-five percent are paid $50,866 or more.

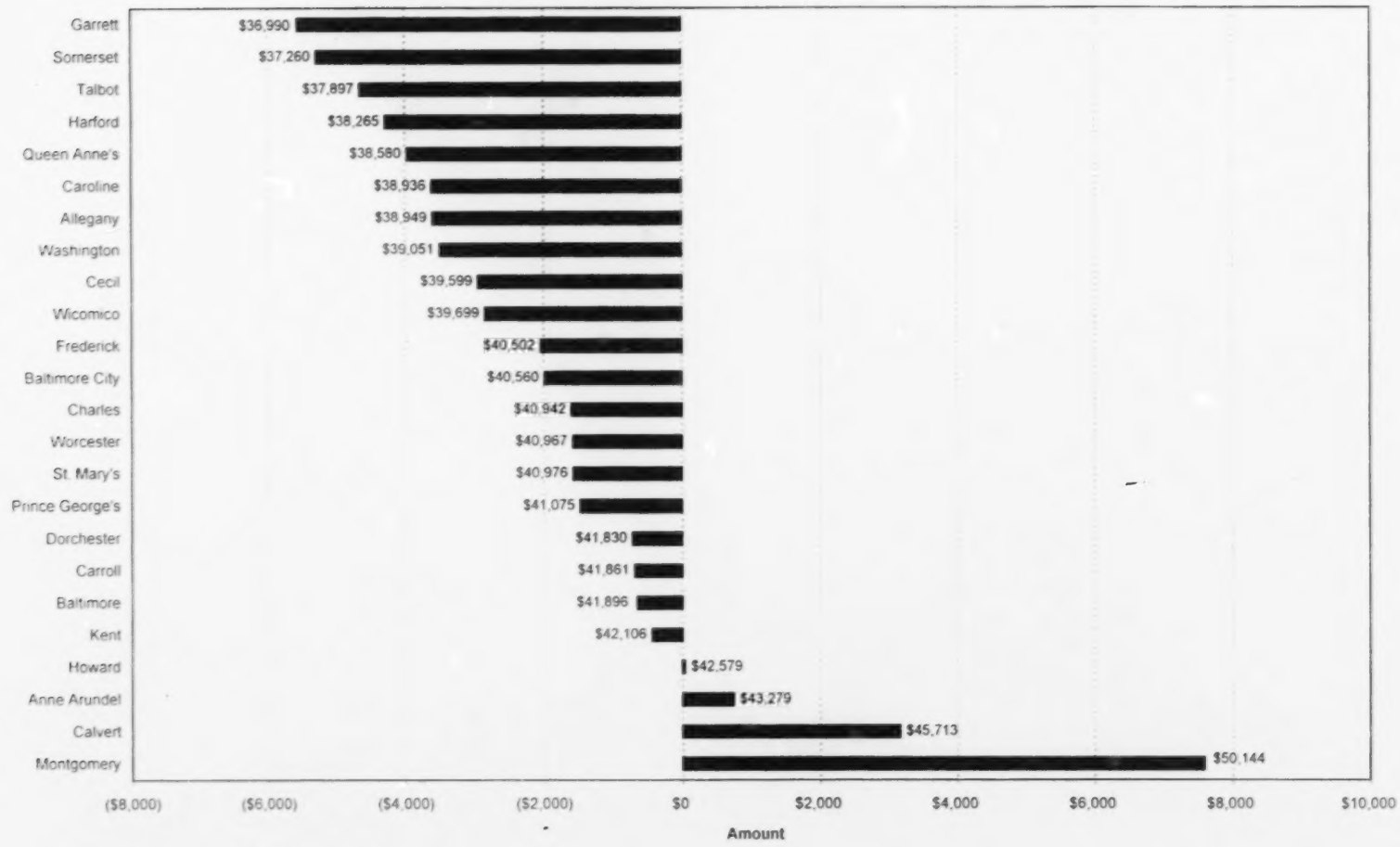
Position Classifications

The position types used in this report are based on definitions included in the *Instructions for the Annual Staff Reporting, Maryland Public Schools, April 1997.* Directors, coordinators, and supervisors include persons in charge of instructional and noninstructional services.

Prior Year Salary Comparisons

- The average salary for Maryland principals increased approximately 3.5% from $72, 057 in 1997-1998 to $74,605 in 1998-1999.
- The average salary for Maryland teachers increased approximately 2.7% from $41,404 in 1997-1998 to $42,545 in 1998-1999.
- The average salary for teachers increased in all six geographical regions of the state: Baltimore Metropolitan, National Capital, Western Maryland, Southern Maryland, Lower Shore, and Upper Shore. The increase ranged from $398 to $2,663.
- The highest average salary increases occurred for superintendents ($6,715), associate, area, and assistant superintendents ($4,052), and pupil personnel/school social workers ($3,993).

Figure 1
Amount Above/Below Statewide Average Teacher Salary
Maryland Public Schools: October 1998



Statewide Average = $42,545

Table 1

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 1998

Local Education Agency	Superintendent				Deputy Superintendent			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	$110,891	$105,000	$97,055	$120,700	$101,105	$104,502	$84,500	$112,805
Allegany	100,000	*	*	*	75,000	*	*	*
Anne Arundel	125,000	*	*	*	†	†	†	†
Baltimore City	185,000	*	*	*	117,000	*	*	*
Baltimore	128,750	*	*	*	108,150	*	*	*
Calvert	106,000	*	*	*	94,000	*	*	*
Caroline	96,146	*	*	*	†	†	†	†
Carroll	116,400	*	*	*	†	†	†	†
Cecil	111,815	*	*	*	†	†	†	†
Charles	112,200	*	*	*	†	†	†	†
Dorchester	98,000	*	*	*	†	†	†	†
Frederick	105,000	*	*	*	†	†	†	†
Garrett	82,010	*	*	*	†	†	†	†
Harford	97,964	*	*	*	†	†	†	†
Howard	134,246	*	*	*	†	†	†	†
Kent	92,485	*	*	*	†	†	†	†
Montgomery	155,066	*	*	*	130,227	*	*	*
Prince George's	130,000	*	*	*	104,732	*	*	*
Queen Anne's	98,242	*	*	*	†	†	†	†
St. Mary's	95,000	*	*	*	†	†	†	†
Somerset	86,546	*	*	*	†	†	†	†
Talbot	94,992	*	*	*	†	†	†	†
Washington	105,000	*	*	*	†	†	†	†
Wicomico	106,500	*	*	*	†	†	†	†
Worcester	99,027	*	*	*	†	†	†	†

*The value cannot be computed; fewer than 5 people in the position.

†No people reported in the position.

Table 1 (continued)

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 1998

Local Education Agency	Associate, Area, and Assistant Superintendent				Director			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	$88,853	$89,597	$81,514	$93,722	$79,412	$79,037	$73,395	$85,527
Allegany	†	†	†	†	68,549	*	*	*
Anne Arundel	95,913	*	*	*	85,218	85,218	85,218	85,218
Baltimore City	90,020	89,231	8,700	91,684	73,863	76,049	70,617	77,953
Baltimore	93,086	91,155	91,155	93,988	80,254	79,037	79,037	80,037
Calvert	†	†	†	†	85,444	85,411	83,433	86,999
Caroline	81,908	*	*	*	77,043	*	*	*
Carroll	90,398	*	*	*	81,968	85,077	80,565	86,026
Cecil	81,900	*	*	*	67,700	*	*	*
Charles	91,962	*	*	*	77,232	75,264	71,486	85,085
Dorchester	76,500	*	*	*	†	†	†	†
Frederick	80,000	*	*	*	73,079	77,500	69,000	80,500
Garrett	68,700	*	*	*	61,045	65,427	64,914	65,877
Harford	73,484	*	*	*	70,419	70,151	68,532	73,484
Howard	107,202	*	*	*	92,810	91,573	88,305	97,479
Kent	79,069	*	*	*	†	†	†	†
Montgomery	109,091	109,091	109,091	109,091	92,366	92,863	88,439	99,956
Prince George's	92,758	94,444	91,071	94,444	77,270	79,192	71,493	82,492
Queen Anne's	80,052	*	*	*	†	†	†	†
St. Mary's	86,445	*	*	*	80,676	81,672	77,595	83,066
Somerset	63,183	*	*	*	62,766	*	*	*
Talbot	82,800	*	*	*	68,630	*	*	*
Washington	83,965	*	*	*	68,110	71,666	65,584	73,816
Wicomico	83,528	*	*	*	71,354	74,531	70,490	78,380
Worcester	82,048	*	*	*	60,922	*	*	*

*The value cannot be computed; fewer than 5 people in the position.

†No people reported in the position.

Table 1 (continued)

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 1998

Local Education Agency	Coordinator				Supervisor			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	$67,423	$69,392	$59,470	$73,912	$67,873	$67,640	$64,796	$71,766
Allegany	50,947	50,265	49,236	50,265	62,001	63,990	62,454	65,418
Anne Arundel	75,473	75,929	75,929	79,230	77,447	80,814	74,080	80,814
Baltimore City	65,306	64,421	61,319	70,485	70,530	71,614	62,497	76,779
Baltimore	72,941	72,671	72,671	72,671	67,421	67,197	65,245	69,489
Calvert	72,084	72,933	69,031	76,933	74,361	*	*	*
Caroline	53,065	*	*	*	64,685	66,620	59,690	67,370
Carroll	53,485	*	*	*	74,048	77,227	69,900	79,706
Cecil	62,636	64,854	57,053	69,179	62,366	*	*	*
Charles	65,423	64,569	61,548	69,270	†	†	†	†
Dorchester	53,119	*	*	*	67,110	67,383	65,140	69,102
Frederick	59,470	60,411	54,385	61,708	66,330	67,803	65,302	68,405
Garrett	47,671	48,067	46,941	50,184	58,427	*	*	*
Harford	†	†	†	†	63,125	66,024	60,392	68,117
Howard	99,607	*	*	*	76,641	75,998	73,267	84,063
Kent	55,246	*	*	*	67,677	*	*	*
Montgomery	82,949	83,798	81,356	83,798	85,479	88,439	83,361	88,439
Prince George's	64,715	63,375	52,880	76,081	69,335	72,766	67,136	73,767
Queen Anne's	†	†	†	†	66,746	67,925	64,572	69,072
St. Mary's	56,265	57,078	51,317	60,124	65,002	65,853	62,775	67,368
Somerset	49,590	*	*	*	60,310	60,048	60,048	60,048
Talbot	62,130	63,412	61,412	66,912	48,304	49,285	44,413	51,891
Washington	60,694	61,855	60,054	63,097	64,428	66,259	60,637	68,247
Wicomico	56,227	54,365	51,370	61,039	66,520	66,655	66,655	66,942
Worcester	55,502	60,960	47,314	63,284	71,282	71,309	71,069	71,769

*The value cannot be computed; fewer than 5 people in the position.

†No people reported in the position.

Table 1 (continued)

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 1998

Local Education Agency	Pupil Personnel/School Social Worker				Principal			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	$60,148	$63,021	$51,710	$68,569	$74,605	$74,763	$68,405	$79,553
Allegany	42,938	*	*	*	62,995	61,531	59,197	67,994
Anne Arundel	67,361	72,373	67,768	73,929	78,880	79,230	77,447	80,814
Baltimore City	54,755	57,106	52,604	58,249	69,419	68,926	64,421	73,784
Baltimore	52,879	50,504	44,087	63,113	74,365	74,763	71,581	75,323
Calvert	75,212	77,056	69,413	81,038	79,380	80,933	76,933	81,064
Caroline	51,755	*	*	*	68,701	67,870	66,845	70,390
Carroll	59,037	66,237	48,467	71,022	75,362	74,952	73,591	77,707
Cecil	59,311	*	*	*	66,610	66,407	63,802	69,854
Charles	57,033	55,921	54,028	61,684	70,568	69,322	64,182	73,686
Dorchester	52,372	*	*	*	67,116	68,519	64,050	69,684
Frederick	53,227	54,385	46,562	58,554	69,350	68,405	67,202	68,405
Garrett	48,844	*	*	*	54,854	48,594	48,594	64,287
Harford	†	†	†	†	66,870	67,132	65,440	68,117
Howard	64,502	65,355	65,355	65,355	79,771	79,553	79,553	79,553
Kent	41,118	*	*	*	65,285	69,095	58,694	69,595
Montgomery	74,463	77,109	77,109	77,109	88,566	88,439	86,697	90,158
Prince George's	61,396	64,466	58,607	67,769	76,048	76,081	74,081	76,081
Queen Anne's	46,501	*	*	*	67,840	69,793	63,442	71,471
St. Mary's	50,644	52,041	49,257	54,609	70,497	69,959	64,292	74,077
Somerset	†	†	†	†	55,334	58,926	50,897	59,770
Talbot	28,320	*	*	*	63,509	63,343	60,336	67,412
Washington	59,501	63,098	52,843	63,098	66,402	68,247	66,259	70,295
Wicomico	48,426	51,710	45,190	51,845	66,072	66,450	63,450	68,730
Worcester	†	†	†	†	70,566	71,769	71,069	74,021

*The value cannot be computed; fewer than 5 people in the position.

†No people reported in the position.

Table 1 (continued)

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 1998

Local Education Agency	Vice Principal				Therapist			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	$63,166	$63,654	$56,713	$68,364	$45,373	$46,301	$37,383	$52,255
Allegany	49,844	51,192	49,811	52,012	43,822	46,973	41,523	48,262
Anne Arundel	70,716	71,550	68,439	73,196	46,143	47,587	42,706	49,853
Baltimore City	59,000	58,131	56,713	61,072	44,014	47,343	37,982	49,886
Baltimore	65,591	65,245	65,218	66,836	44,328	46,213	36,294	50,345
Calvert	63,849	63,064	60,500	66,500	44,876	46,684	36,339	53,612
Caroline	53,278	54,280	52,200	57,240	43,901	44,347	40,657	46,319
Carroll	65,067	66,666	60,792	70,402	41,585	44,893	33,046	49,949
Cecil	55,967	57,548	50,899	60,451	40,646	41,897	35,288	45,662
Charles	53,078	52,863	49,214	55,125	43,343	47,170	34,980	49,490
Dorchester	52,871	52,799	47,720	56,482	45,148	*	*	*
Frederick	59,432	61,708	52,052	65,807	40,466	41,757	31,634	47,757
Garrett	49,212	49,344	48,594	49,344	44,161	46,330	38,064	48,378
Harford	†	†	†	†	38,863	39,278	29,921	44,885
Howard	62,580	61,806	59,598	70,635	46,528	46,639	40,250	54,042
Kent	59,991	*	*	*	46,306	*	*	*
Montgomery	77,626	80,617	73,774	83,798	52,078	53,710	43,707	62,014
Prince George's	60,745	60,467	53,362	66,537	46,847	50,874	37,791	55,238
Queen Anne's	59,409	59,168	55,306	64,652	38,902	38,785	35,124	44,277
St. Mary's	68,672	66,110	55,184	79,089	35,931	37,028	30,092	48,626
Somerset	48,394	49,104	46,424	50,648	55,682	*	*	*
Talbot	48,870	51,438	42,147	54,044	40,233	41,000	36,691	47,403
Washington	56,807	56,607	49,894	63,711	41,760	42,686	38,929	45,291
Wicomico	54,766	55,960	50,630	57,550	43,976	46,020	43,760	47,410
Worcester	61,951	62,980	60,353	64,684	44,162	47,448	36,808	51,301

*The value cannot be computed; fewer than 5 people in the position.

†No people reported in the position.

Table 1 (continued)

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 1998

Local Education Agency	School Psychologist				Librarian			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	$52,528	$51,098	$42,410	$62,854	$47,181	$48,630	$40,176	$54,043
Allegany	48,565	50,988	49,964	50,988	41,305	42,499	42,499	44,547
Anne Arundel	59,466	61,040	52,060	67,095	46,511	48,232	43,561	51,867
Baltimore City	41,051	37,913	33,019	50,371	47,076	49,410	46,729	50,866
Baltimore	54,192	57,905	47,620	61,261	46,487	50,345	39,085	53,709
Calvert	56,343	50,413	46,961	69,977	47,734	53,612	36,339	59,274
Caroline	35,044	*	*	*	42,959	46,319	39,603	47,740
Carroll	56,871	55,758	51,577	65,119	45,174	47,588	38,168	51,997
Cecil	49,969	49,115	45,393	52,898	41,221	42,863	36,438	46,663
Charles	48,592	48,080	44,508	50,648	48,033	48,829	45,181	52,760
Dorchester	49,333	*	*	*	46,219	46,647	46,645	50,817
Frederick	56,458	60,411	49,266	62,854	44,332	44,287	38,594	50,279
Garrett	43,836	*	*	*	39,672	*	*	*
Harford	42,633	46,285	33,861	49,226	42,291	44,788	36,317	48,930
Howard	57,857	63,021	49,016	65,355	45,988	48,132	36,310	56,294
Kent	54,392	*	*	*	47,480	*	*	*
Montgomery	71,641	77,109	72,744	78,390	56,323	62,014	49,656	64,257
Prince George's	51,238	46,175	41,392	61,832	45,604	48,308	34,436	56,260
Queen Anne's	50,740	*	*	*	41,186	44,277	36,612	46,565
St. Mary's	42,007	44,774	30,092	54,357	48,130	50,718	48,626	52,767
Somerset	41,252	*	*	*	38,652	*	*	*
Talbot	38,429	37,330	26,468	47,640	44,225	44,675	42,600	46,700
Washington	53,069	50,560	49,088	60,672	39,797	40,808	31,414	46,743
Wicomico	53,595	*	*	*	44,439	45,380	45,190	47,410
Worcester	50,720	*	*	*	43,073	45,858	40,515	47,447

*The value cannot be computed; fewer than 5 people in the position.

Table 1 (continued)

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 1998

Local Education Agency	Guidance Counselor				Teacher			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	$48,841	$50,222	$40,094	$56,351	$42,545	$43,046	$31,869	$50,866
Allegany	41,182	43,523	37,050	45,194	38,949	42,499	34,176	44,547
Anne Arundel	56,683	58,411	51,510	63,721	43,279	46,655	34,348	51,098
Baltimore City	48,120	50,866	43,497	53,952	40,560	40,910	29,979	49,702
Baltimore	47,773	50,782	38,565	54,942	41,896	41,880	31,403	51,244
Calvert	52,037	56,263	42,292	57,844	45,713	45,435	36,339	56,263
Caroline	47,110	49,185	44,213	51,048	38,936	39,603	30,284	46,347
Carroll	44,071	45,213	34,967	53,539	41,861	43,291	31,509	50,973
Cecil	42,401	47,163	30,188	49,663	39,599	41,363	29,862	49,162
Charles	48,174	51,099	39,755	56,208	40,942	41,504	31,330	49,490
Dorchester	42,246	44,344	41,470	46,645	41,830	42,999	28,290	47,068
Frederick	46,646	48,713	42,073	52,811	40,502	40,491	31,634	49,650
Garrett	36,422	37,001	27,574	42,326	36,990	38,043	31,999	41,994
Harford	43,288	45,788	35,664	51,071	38,265	38,272	29,295	45,768
Howard	49,937	50,102	42,755	58,546	42,579	41,939	32,088	52,916
Kent	45,234	50,992	33,730	52,959	42,106	45,377	33,197	49,935
Montgomery	56,318	62,014	47,770	64,257	50,144	51,817	36,734	62,014
Prince George's	45,565	45,916	33,886	56,260	41,075	40,176	29,410	51,178
Queen Anne's	42,974	44,277	38,785	49,565	38,580	37,985	29,919	47,265
St. Mary's	42,552	46,718	34,539	50,325	40,976	42,258	30,588	49,598
Somerset	†	†	†	†	37,260	39,141	29,984	44,225
Talbot	42,108	44,150	34,870	48,100	37,897	40,100	29,000	45,900
Washington	37,548	34,232	29,500	47,470	39,051	40,808	30,375	47,470
Wicomico	43,446	47,110	35,570	49,260	39,699	42,520	32,350	46,020
Worcester	46,217	48,847	41,708	50,247	40,967	45,693	32,693	48,147

†No people reported in the position.

Table 2

Teachers' Salaries Indexed to Region: October, 1998

Local Education Agency	Average (Mean)	Percent Above/ Below	Median	Percent Above/ Below	1st Quartile	Percent Above/ Below	3rd Quartile	Percent Above/ Below
Baltimore Metropolitan	$41,521		$42,707		$31,255		$50,345	
Anne Arundel	43,279	4.2	46,655	9.2	34,348	9.9	51,098	1.5
Baltimore City	40,560	-2.3	40,910	-4.2	29,979	-4.1	49,702	-1.3
Baltimore	41,896	0.9	41,880	-1.9	31,403	0.5	51,244	1.8
Carroll	41,861	0.8	43,291	1.4	31,509	0.8	50,973	1.2
Harford	38,265	-7.8	38,272	-10.4	29,295	-6.3	45,768	-9.1
Howard	42,579	2.5	41,939	-1.8	32,088	0.0	52,916	5.1
National Capital	45,716		45,877		33,531		56,260	
Montgomery	50,144	9.7	51,817	12.9	36,734	9.6	62,014	10.2
Prince George's	41,075	-10.2	40,176	-12.4	29,410	-12.3	51,178	-9.0
Western Maryland	39,559		40,808		31,634		47,128	
Allegany	38,949	-1.5	42,499	4.1	34,176	8.0	44,547	-5.5
Frederick	40,502	2.4	40,491	-0.8	31,634	0.0	49,650	5.4
Garrett	36,990	-6.5	38,043	-6.8	31,999	1.2	41,994	-10.9
Washington	39,051	-1.3	40,808	0.0	30,375	-4.0	47,470	0.7
Lower Shore	40,087		42,520		31,671		47,068	
Dorchester	41,830	4.3	42,999	1.1	28,290	-10.7	47,068	0.0
Somerset	37,260	-7.1	39,141	-7.9	29,984	-5.3	44,225	-6.0
Wicomico	39,699	-1.0	42,520	0.0	32,350	2.1	46,020	-2.2
Worcester	40,967	2.2	45,693	7.5	32,693	3.2	48,147	2.3
Upper Shore	39,300		40,188		29,863		47,235	
Caroline	38,936	-0.9	39,603	-1.5	30,284	1.4	46,347	-1.9
Cecil	39,599	0.8	41,363	2.9	29,862	0.0	49,162	4.0
Kent	42,106	7.1	45,377	12.9	33,197	11.2	49,935	5.6
Queen Anne's	38,580	-1.8	37,985	-5.5	29,919	0.2	47,265	0.0
Talbot	37,897	-3.6	40,100	-0.2	29,000	-2.9	45,900	-2.9
Southern Maryland	42,264		42,676		33,284		50,590	
Calvert	45,713	8.2	45,435	6.5	36,339	9.2	56,263	11.2
Charles	40,942	-3.1	41,504	-2.7	31,330	-5.9	49,490	-2.2
St. Mary's	40,976	-3.0	42,258	-1.0	30,588	-8.1	49,598	-2.0

Table 3

Average Salaries for Selected Positions and Ten-Year Percent Change: 1988 and 1998

Local Education Agency	Selected Positions*			Principals and Vice Principals			Instructional Positions†		
	1988	1998	Percent Change	1988	1998	Percent Change	1988	1998	Percent Change
Total State	$35,072	$43,697	24.6	$50,637	$74,672	47.5	$34,158	$42,130	23.3
Allegany	30,358	39,418	29.8	40,693	58,730	44.3	29,788	38,473	29.2
Anne Arundel	35,022	43,915	25.4	54,915	75,002	36.6	33,814	42,567	25.9
Baltimore City	32,185	41,732	29.7	43,560	62,989	44.6	31,434	40,337	28.3
Baltimore	38,894	42,977	10.5	54,232	68,950	27.1	37,667	41,487	10.1
Calvert	33,815	47,049	39.1	50,553	70,372	39.2	32,627	45,738	40.2
Caroline	28,468	40,206	41.2	45,372	60,022	32.3	27,714	39,183	41.4
Carroll	32,505	42,764	31.6	48,910	68,120	39.3	31,657	41,459	31.0
Cecil	30,138	38,549	27.9	44,706	60,664	35.7	29,233	37,433	28.1
Charles	30,479	54,161	77.7	40,319	60,079	49.0	29,953	40,656	35.7
Dorchester	29,722	40,065	34.8	42,892	56,889	32.6	28,929	38,906	34.5
Frederick	30,920	41,304	33.6	46,720	63,611	36.2	30,005	40,202	34.0
Garrett	26,681	38,004	42.4	41,115	53,443	30.0	25,730	37,167	44.5
Harford	31,580	39,005	23.5	46,184	66,870	44.8	30,752	38,475	25.1
Howard	35,417	44,353	25.2	54,250	70,094	29.2	34,356	43,032	25.3
Kent	30,097	43,334	44.0	41,475	63,841	53.9	29,309	42,214	44.0
Montgomery	41,270	51,043	23.7	60,456	83,562	38.2	40,332	49,770	23.4
Prince George's	36,721	41,818	13.9	54,172	66,996	23.7	35,903	40,431	12.6
Queen Anne's	33,334	39,475	18.4	46,290	64,008	38.3	32,401	38,235	18.0
St. Mary's	29,097	41,946	44.2	42,704	69,223	62.1	28,395	40,524	42.7
Somerset	26,460	37,684	42.4	35,857	52,732	47.1	25,919	36,586	41.2
Talbot	30,482	38,791	27.3	42,054	57,003	35.5	29,731	37,810	27.2
Washington	31,148	39,986	28.4	45,017	62,744	39.4	30,350	38,903	28.2
Wicomico	30,240	39,183	29.6	44,804	54,419	21.5	29,455	38,382	30.3
Worcester	31,796	41,820	31.5	45,335	65,169	43.7	30,794	40,445	31.3

*Selected positions include principals, vice principals, teachers, guidance counselors, librarians, school psychologists, and therapists

† Instructional positions include teachers, guidance counselors, librarians, school psychologists, and therapists

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